



World Concern Development Organization

VIETNAM:

**THE ADAPTIVE VOCATIONAL TRAINING
PROGRAM FOR ADOLESCENTS WITH DISABILITIES**

QUARTERLY REPORT

1 JANUARY 2003 THROUGH 31 MARCH 2003

for

THE UNITED STATES AGENCY
FOR INTERNATIONAL DEVELOPMENT

Displaced Children and Orphan's Fund
GRANT NO. 492-G-00-98-00042-00

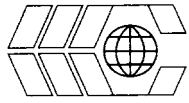
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28 April 2003

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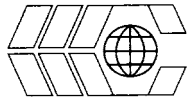
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The Adaptive Vocational Training Program for Adolescents with Disabilities

List of Acronyms

ABE	Alternative Basic Education
AWD	Adolescents with Disabilities
CBR	Community-Based Rehabilitation
CBSW	Community-Based Social Workers
CEDC	Children in Extremely Difficult Circumstances
CSW	Community Support Workers
CWD	Children with Disabilities
DCOF	Displaced Children's and Orphan's Fund
DET	Department of Education and Training
DELISA	Department of Labor, Invalids and Social Affairs
DSC	District Steering Committees
MOLISA	Ministry of Labor, Invalids, and Social Affairs
PMT	Project Management Team
PVO	Private Voluntary Organization
PWD	People with Disabilities
SLT	Sign Language Trainers
TNA	Training Needs Assessment
VVAF	Vietnam Veterans of America Foundation
WCDO	World Concern Development Organization



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The Adaptive Vocational Training Program for Adolescents with Disabilities

QUARTERLY PROGRESS REPORT

REPORTING PERIOD:

1 January 2003 through 31 March 2003

GENERAL REFERENCE

- A. NAME OF PVO: World Concern Development Organization (WCDO)
- C. AID AGREEMENT NO: 492-G-00-98-00042-00
- B. TITLE OF PROJECT: The Adaptive Vocational Training Program For Adolescents with Disabilities (AVTPAD)
- D. DATE OF THIS REPORT: April 28, 2003

NOTE: In this report, project activities have been divided into geographical categories. The reason for this is that there are two WCDO project implementation and management teams. One is based in Hanoi, the other in the central region of Vietnam in DaNang. The Hanoi office is responsible for the work in Hai Duong Province some 80 kilometers east of Hanoi. The other is based in DaNang and is responsible for two provinces: DaNang and neighboring Quang Nam. Thus the sections are divided into Hai Duong (the north region) and DaNang/Quang Nam (the central region).

SECTION I. PROGRAM ACTIVITIES

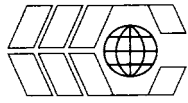
Activity 1: Planning And Coordination

Consisting of the following activities: *Activity 1.1:* Program Management and Coordination, *Activity 1.2:* Strengthen Cooperative Relationships, *Activity 1.3:* Baseline Situational Analysis, and *Activity 1.4:* Training Needs Assessment.

Activity 1.1: Program Management and Coordination

Hai Duong

Due to good reviews and discussions on December 17, 2002 at the biannual meeting between project management partners and the follow-up work afterwards, the cooperation between DELISA and Red Cross throughout all districts has significantly improved. Both departments have made efforts to participate in monitoring the vocational training, the selection of more AWD and businesses, and support for AWD group meetings. These two



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departments also communicated more effectively with each other. Each department kept the other well-informed on guidelines and information they received from the PMT, and they actively discussed and planned together for implementation and reporting of project activities.

Support from the PMT was also very helpful for WCDO in undertaking new activities such as ABE and sign language training for the hearing impaired. The PMT has official responsibility for regular field site visits to review activities at the district level. This is mainly done by the provincial departments: DELISA, Red Cross and DET.

DaNang

A management improvement workshop was planned for April 4 and 5 in Hoi An. Participants from the PMT and DSC of both the central provinces of DaNang and Quang Nam were to attend. However, despite the best efforts of WCDO staff, the facilitator cancelled late in the schedule causing considerable embarrassment for all. With such a heavy schedule of work, it is unlikely that any future attempt will be made for another workshop.

Quang Nam

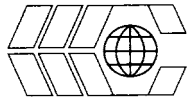
The Provincial Management Team met on March 27th to review all project activities during the first quarter of 2003 and discuss the planned work for the second quarter. The District Steering Committees of seven districts also met to improve program management among different project stakeholders.

Activity 1.2: Strengthen Cooperative Relationships

Hai Duong

During this quarter, VVAF continued to support the physical rehabilitation of one AWD. Also, the Hanoi French hospital maintained on-going re-examinations for two AWD who have had recent surgery there. However, this hospital has been shut down since mid-March 2003 due to the outbreak of SARS (Severe Acute Respiratory Syndrome) and it is uncertain whether the hospital will re-open. This will be a severe setback for WCDO's surgery and rehabilitation program. At present, an alternative Vietnamese hospital will be investigated so that a number of pending surgeries can be undertaken within the next few months.

WCDO maintained the participation in the Disability Forum through meetings and exchanging information related to disabilities issues.

**DaNang**

Le Quang Phi Ho is a young man who has been in the program since the first phase. He has a degenerative jaw disorder, which caused one jaw to grow into the other, deforming his face and teeth. He could not open his mouth and became weak and depressed. He dropped out of the program, believing that he would eventually die. At that time, WCDO heard of a group called Global Health Outreach (GHO) from the USA. They were scheduled to make a visit in March and said they would operate on Ho. However, at the last minute their trip was cancelled due to SARS. This was a grave situation for Ho, but amazingly WCDO was contacted by GHO because a few surgeons had decided to go to Ho Chi Minh City after all, and said they could fit Ho into their schedule.

Ho underwent five hours of surgery by two US doctors and one Japanese doctor. The results have been remarkable. Ho can now open his mouth with little pain and eat properly. His health is improving, his outlook on life is bright, and he has now re-entered the program with confidence. A full story and photographs will accompany next quarter's report as WCDO is still gathering the details.

Quang Nam

Thanks to funding from WVI, Vo Tan Hoa from Tien Phuoc received a brace for his left foot and further rehabilitation from the DaNang Rehabilitation Center. Technicians from this center also helped with special braces and shoes for Tran Thi Hue from Tam Ky.

Activity 1.3 and Activity 1.4: Baseline Situational Analysis / TNA**Hai Duong**

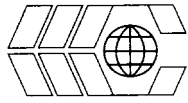
In this quarter, more than 100 new AWDs were selected to attend the next course intake for vocational training. The survey for new businesses continues.

DaNang

In this quarter, 19 new AWD were interviewed with 15 selected to attend the next course intake for vocational training. The survey for new businesses continues.

Quang Nam

During their regular work, WCDO staff and the CBSWs/CSWs undertook several interviews and negotiations with the businesses. The choice of the businesses was made against the suitability and needs of the AWD so their start for new training would be a smooth process.



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Activity 2: Direct Interventions

Consisting of the following activities: *Activity 2.1: Raising Disability Awareness*, *Activity 2.2: Community Support Worker Training and Group Formation*, *Activity 2.3: Adapting Vocational Sites*, *Activity 2.4: Adapting Training*, and *Activity 2.5: Employment and Income Generation*.

Activity 2.1: Raising Disability Awareness

Hai Duong

In March, all the districts made their draft plan for the April 18 National Day for PWD. Based on these plans, the PMT provided detailed guidelines and suggestions to the DSC for disabilities awareness raising activities. Issues included the types of contents to be broadcast by local radio and TV stations, newspapers, banners and slogans, parades, information exchanges, and meetings with PWD participants, businesses, organizations, officials, and schools.

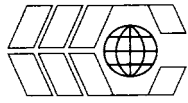
WCDO prepared 8,000 high-quality awareness-raising pamphlets for disability targeting the general public. These pamphlets will be delivered in the districts of the three provinces of the project during the April 18th event. The pamphlet is in Vietnamese and no translation is available at this point. The content includes the rights of PWD, some UN statements about the disabled, capabilities of PWDs, an interview with a PWD in vocational training and employment, etc. Hopefully, for English speakers, the pictures will speak for themselves. A copy of the pamphlet can be found in Attachment B.

DaNang

Much planning for the April 18th National Day for PWD is being undertaken. One such event is the Son Tra DET plan for a writing contest about disability issues for 14 elementary schools. Several thousand awareness-raising pamphlets will be distributed in all districts on April 18th.

Quang Nam

On March 25th, Vietnam Television visited five AWD and businesses in Tien Phuoc to make a TV segment for disability awareness raising (two of the AWDs work at their own businesses and the other three are in training). The footage has been shown several times on DaNang TV and other provinces have seen the program. Not only will Quang Nam and DaNang get coverage, but there are plans to show the footage on VTV for the whole country on April 18 (Vietnam Disability Day).



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Planning went ahead for district activities for April 18, National Day for PWD. Thousands of WCDO awareness-raising pamphlets are expected to be distributed on April 18th in all districts.

Activity 2.2: Community Support Worker Training and Group Formation

There were no training workshops for Community Based Social Workers (CBSW) or Community Support Workers (CSW) during this quarter for any province. However, there is a major training workshop for CBSW planned for May/June where issues such as communication, support, and care will be covered. The CSWs continued to work very well during the last quarter.

Hai Duong

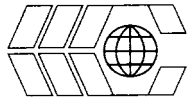
Peer Group Meetings



Peer Group Meeting, Hai Duong

heard about HIV/AIDS before. The AWD raised many questions on risks of HIV transmission and cases in their locality and nation-wide. They talked about the HIV cases in their neighborhood and debated on how these people should be treated.

The AWD started to get more friendly, open, and communicative as the content of the group meetings began to introduce more specific life skills training relating to adolescent reproductive health and HIV/AIDS. These activities were undertaken by the WCDO social worker. The AWD were also provided with information, education and communication materials to read before the meetings and to discuss with one another during the meetings. Many AWD appeared to have a clear understanding of the basic knowledge, which was introduced to some for the first time in their life. Some said they had never



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A CSW remarked: *“To know about HIV/AIDS is very important for the AWDs. The name of the disease is not new, but no one has explained carefully what that name means. Discussion helped them understand much better, and posters were easy to see and understand. Even the deaf managed to understand.”*

A review evaluation on group meetings and training was conducted for the graduated training group from the Trade Union Center. The results showed that all of them appreciated the vocational training as an opening to a new future for them. Later they will try to apply what they have been taught to develop skills in working. They also expressed that the peer group meetings were a great experience, full of fun and useful knowledge. These groups helped them integrate better into a social life, to become more mature and confident in the community or wherever they may work in the future.

Peer groups have begun their first steps toward independence. Ten of the 13 groups have agreed on starting a common fund from their small allowance for activities and refreshments. They are encouraged to plan by themselves, what they want to use the fund for, what they want to do as a group, and what type of structure and activities they want. This is a very significant move for any type of group in Vietnam.

Newly selected group leaders are starting to be responsible for managing the group's fund, monitoring the group members over the month, and follow-up on any members that need support. An example is that one AWD got married, so the leader of the group gathered the members together to consider what gift they should buy for the wedding party. On Vietnamese Women's Day a group even presented gifts to the women social workers. The gifts were very small but they expressed the group's concern for others. It is expected that they will do the same for parents, relatives and friends around the community.



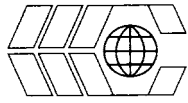
The CSWs have become more active in facilitating group activities and making summary reports of the meetings.

DaNang

Peer group meetings at the six districts are organized well, especially Lien Chieu and Hai Chau.

The two new districts also attracted the participation of ABE kids. One mobile CSW of Lien Chieu helps the CSWs here to conduct the meetings.

Peer group meeting in DaNang



The self-help groups of the graduates of Hai Chau, Thanh Khe and Lien Chieu meet regularly. The Mobile Sign Language Trainers also attended the meeting to help the hearing impaired kids and also gave them games that would be suitable for them.

Quang Nam

Peer group meetings are organized monthly where AWD sing, play and share ideas as well as difficulties in their work and life and solutions. The meetings help AWD improve their social skills very much.

Activity 2.3: Adapting Vocational Training Sites

Hai Duong

On January 3rd, an agreement between WCDO, the provincial DELISA and the provincial Blind Association was signed in which WCDO agreed to fund VND38,130,000 (about US\$2,540) for renovations to the Blind Association building and facilities in Hai Duong city. However, when the Hai Duong People's Committee learned about the approved budget from WCDO they decided to consider allocating a budget adequate enough for the Blind Association to rebuild their building, not just upgrade it. Therefore, the Blind Association is now proposing to use the WCDO budget for upgrading the AWD dormitory and workshop used to produce bamboo toothpicks and brooms. WCDO was to make a final agreement to this change in April.

DaNang and Quang Nam

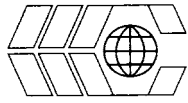
There were no site improvement activities in these provinces during this quarter.

Activity 2.4: Adapting Training - Formal, Informal, and Alternative Basic Education (ABE)

Formal Training

Hai Duong

The first formal course intake at the Trade Union Center finished on March 27th after 12 months of training. The only exceptions are two AWD who were employed in sewing businesses after nine months of training. The overall results are quite good with 20% getting an excellent result, 70% good, and 10% just under-average. Of the 30 graduates, three are employed officially by sewing companies in Hai Duong and Ha Noi, 19 have been introduced to five employers in Hai Duong City, three are planning to set up private businesses, and the



rest will be kept in the training center's manufacturing workshop and be sent to employers when opportunities arise.

At the Women Union's center, seven AWD in the embroidery class are learning well. They have been able to make some complete products (one of the seven AWD just started in January 2003. This AWD had some initial skills in embroidery already when she entered the class).

District	Female	Male	Total
Binh Giang	3	2	5
Cam Giang		1	1
Chi Linh		3	3
Hai Duong City	8		8
Kim Thanh	1		1
Kinh Mon	5	7	12
Thanh Mien	3	1	4
Ninh Giang	2	1	3
TOTAL			37

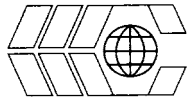
The cooperative Bench Worker training course with VVAF has four excellent AWD selected for the two-year course which started December 23rd 2002. Unfortunately, one of them died suddenly because of a complication of lung cancer, and there had to be a substitute candidate, which joined the group at the end of March. The students work hard at learning and have become more active and confident.

DaNang

There has been no formal training in DaNang as yet.

Quang Nam

Eighteen AWD students graduated from six-month formal training courses in sewing, electricity and motorcycle repairs at the Quang Nam Job Service Center in January. After graduation they returned to their home villages and the CSW of the seven districts visited all of them to help arrange further community-based training. Fifteen AWD have started trial businesses at their home commune. Many of them seemed to adapt well to their new environment. One managed to get a job in Ho Chi Minh City.



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District	Female	Male	Total
Thang Binh	3	3	6
Dien Ban	0	2	2
Nui Thanh	1	0	1
Tien Phuoc	1	1	2
Que Son	1	1	2
Dai Loc	0	2	2
Tam Ky	1	2	3
TOTAL	7	11	18

Informal Training

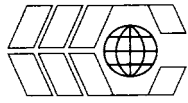
Hai Duong

By the end of this quarter there were ten AWD who had graduated from their training course. All of them stayed on to work in the business where they were trained and now earn an income around 300,000VND per month (\$20) each.

Right: Instructor Ms. Nga of Kim Thanh district conducts informal training in Hai Duong



Left: Business owner Mr. Thu supervises a student learning to use an industrial style machine. This machine was provided through the equipment support program of the project to businesses that train AWD.



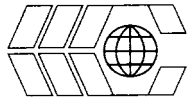
District	Female	Male	Total
Binh Giang	1	6	7
Cam Giang	3	4	7
Chi Linh	6	8	14
Gia Loc	7	7	14
Hai Duong	0	1	1
Kim Thanh	8	3	11
Kinh Mon	4	3	7
Nam Sach	5	6	11
Ninh Giang	5	1	6
Thanh Ha	8	9	17
Thanh Mien	6	4	10
Tu Ky	9	8	17
TOTAL	59	59	122

Equipment support was provided to the Women Union's center as well as two businesses in Kim Thanh District.



Based on the need to improve training, three AWDs received wheelchairs. The wheelchair not only gives them access and ease around work, but in fact is their principal means of getting to work. This has increased the quality of their life considerably, affirmed their independence, and taken the burden off family to try and get them to work. The day one of the wheelchairs was handed over to Phong at his home, the neighbors stood around and cheered. The business owner and trainer added that he was very moved by the whole experience and commented that the enthusiasm and commitment of the project staff convinced him to become involved in the project.

Phong in his new wheelchair



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DaNang

The number of AWD from October 2001 to now is 37. Seven more AWD were added this quarter.

District	Female	Male	Total
Thanh Khe	2	3	5
Lien Chieu	2	4	6
Hai Chau	6	2	8
Hoa Vang	3	3	6
Son Tra	4	2	6
Ngu Hanh Son	1	5	6
TOTAL	18	19	37

Case Story:

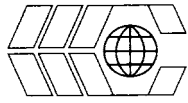
Nguyen Thi Thu Hong has paralyzed legs. She studies embroidery at a workshop in the local church. Her trainer is a nun who is very kind and cheerful. Hong's father died a long time ago. She is staying with her mother who is often sick and has little income. Every day a neighbor takes Hong to her training and back. Hong is happy to learn embroidery as she receives a lot of help not only from the trainer but other people in the shop. Since being in the training for three months she now can create good quality pictures and hopes to sell some in the near future.



Nguyen Thi Thu Hong

Quang Nam

The number of AWD from October 2001 to now is 118.



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District	Female	Male	Total
Thang Binh	10	12	22
Dien Ban	9	8	17
Nui Thanh	9	6	15
Tien Phuoc	5	7	12
Que Son	7	12	19
Dai Loc	14	8	22
Tam Ky	5	6	11
Total	59	59	118



Case story:

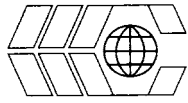
Phan Thi Ngoc Han was born in 1987 with a severely deformed right leg and arm. She lives in a remote commune in Tien Phuoc. Her father left when she was young and her family is very poor. She is now happy to have received training in sewing with Mr. Ha in Tien Ky from December 2002 until now. Although she has serious moving difficulties she has tried very hard and improved a lot in her training.

Phan Thi Ngoc Han

Alternative Basic Education

Hai Duong

A six-month course of basic education for illiterate hearing-impaired adolescents began on March 5th at the Hai Duong Provincial Center for Social Welfare. There were 20 students who have never been to school before, coming from different districts in the province. In addition to learning basic skills of reading, writing and calculating, the students are given the chance to learn sign language from the mobile sign-language teachers. There are two teachers: Ms. Hoa is responsible for writing and pronunciation, and Mr. Son for math, sign language and moral lessons. Both of them are experienced and enthusiastic in teaching the



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deaf kids. WCDO sign-language specialist, Ms. Cuc, monitored the teaching of the deaf kids while they were studying their math, pronunciation, writing, moral lessons and sign language. The students did well in their math, writing and sign language courses. They had a few more difficulties with the moral lessons and pronunciation because they are at an age much older than the age when they are supposed to learn those things. The AWD appeared to like their study, the new friends and the environment around them. Some of them even enjoyed staying in the center so much that they did not want to go back home over the weekend.

DaNang

After some discussions and meeting with the DET, there are now two ABE classes in Son Tra District. Because many of the kids will soon learn vocational skills, the classes occur in the evening. The opening ceremony was on the 11th of March with the DSC, Head of School, teachers, and parents all attending.

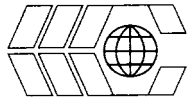


Opening ceremony for ABE classes in DaNang



Tran Quoc Toan School

The first class in Tran Quoc Toan School is for six AWD with an educational level from 0 to third grade. The second class opened in Chi Lang School. This is for six AWD who had an education level of grade four onwards. The teachers are enthusiastic and the students study hard and go to school regularly. The two sign-language trainers go twice a week to help in the ABE class with the hearing-impaired students.



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Quang Nam



Tran Dinh Nhan

Fifteen AWD in Thang Binh and five AWD in Tien Phuoc have improved a lot due to the ABE classes. They really enjoy the program, which helps their social interaction with friends and teachers. One such case is Tran Dinh Nhan, born in 1986, who lives in a remote commune in Thang Binh. His left arm is totally paralyzed and he only had the opportunity to study to grade one. Now he is very happy to participate in the ABE class with his friends. He has made good progress in Math and Vietnamese.

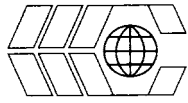
Dien Ban, Tam Ky and Dai Loc are doing surveys for the needs of ABE in their districts. There are two options: either organizing a class of 10-12 AWD or having teachers provide informal learning at homes or at businesses. They would like to carry out the ABE component in April.

Sign Language Training

Hai Duong

After finishing the two-month course in Dong Nai near Ho Chi Minh City in late November, the two hearing-impaired AWD in Hai Duong (Son and Yen) began their practical teaching in evenings at the Trade Union's Job Service Center (for 14 hearing-impaired kids and sometimes the vocational teachers). At first, the deaf students were not very enthusiastic; they were stubborn and disobeyed the trainers. But the longer they were in the training, the better they behaved.

From March 7-22, Yen and Son, together with five other sign language trainers from Quang Nam and DaNang, attended their second training course in Dong Nai. Yen and Son successfully passed the course. They came back to teach in Hai Duong. Yen taught every evening from Monday to Thursday at the Trade Union center, and Son was doing the same at the Social Protection Center for 20 hearing impaired kids and two CBSWs.



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Ms. Cuc from WCDO supervised the practice of these two sign language trainers and provided professional guidance to improve their performance. The trainers showed great potential and enthusiasm in teaching sign language, and enjoyed helping the deaf.

DaNang

Chi and Toan, the two mobile Sign Language Trainers, began their work at the beginning of February. At first, they visited all hearing-impaired kids in shops or families in the general area. Then they both worked in the same classes. But now they are confident enough to work independently. They are teaching four groups every morning and are very enthusiastic and happy to help the AWD. The families appreciate their work very much. After the peer group meetings, they teach sign language to the CSWs and the AWD. The businesses and families also show great interest and wish to learn sign language when they can.

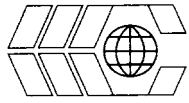


Chi and Toan teach sign language

In March, Chi was sent to Bien Hoa to learn more about the methods of teaching sign language. It is planned that she will attend another training in Bien Hoa in May.

Quang Nam

Three young people with hearing impairment in Quang Nam (one man, Chuong, and two women, Thuy and Tinh) completed their sign language training course in Bien Hoa in February. They started their work in Dien Ban, Thang Binh and Dai Loc soon afterward. Facilitated by WCDO staff and the CSW of three districts, they made friends with the hearing-impaired AWD and taught very well. The AWD enjoyed learning and the whole community seemed to appreciate the sign language component of the project very much. Previously, there had never been any official sign language training in Quang Nam.



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The Adaptive Vocational Training Program for Adolescents with Disabilities



Sign Language Training in Quang Nam

Activity 2.5: Employment and Income Generation

Hai Duong

There is not much change in the situation of AWD from the old phase.

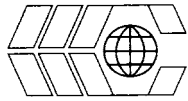
Old Phase

<i>Area</i>	Formal graduation	Formal employed	Informal graduation	Informal employed	Total employed	% employed	Salary range (up to \$ US)
Hai Duong	103	74	130	108	182 / 233	78%	35

DaNang

Old phase

<i>Area</i>	Formal graduation	Formal employed	Informal graduation	Informal employed	Total employed	% employed	Salary range (up to \$ US)
Da Nang	47	38	86	83	121/ 133	90	55



In this quarter, the ratio of AWD earning income is lower than last quarter because there was not a lot of work after the Tet holidays. Also, six AWD have had surgery and are still recovering, making it difficult for them to work.

New phase

<i>Area</i>	Formal graduation	Formal employed	Informal graduation	Informal employed	Total employed	% employed	Salary range (up to \$ US)
Da Nang	0	0	8	7	7/8	87.5	20

Quang Nam

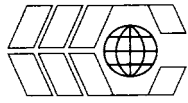
Out of 118 AWD, 23 have graduated and 21 have jobs/income.

Old phase

<i>Area</i>	Formal graduation	Formal employed	Informal graduation	Informal employed	Total employed	% employed	Salary range (up to \$ US)
Quang Nam	40	33	113	101	134 / 153	87.5	38

New phase

<i>Area</i>	Formal graduation	Formal employed	Informal graduation	Informal employed	Total employed	% employed	Salary range (up to \$ US)
Quang Nam	1	1	22	20	21/23	91.3	17

**SECTION II. ANALYSIS OF THE QUARTER**

- *Why and how intended results were or were not achieved.*
- *Contributions of the activities to the results.*
- *Unintended results.*
- *Lessons learned.*
- *Adjustments in program to improve results.*

Why intended results were not achieved

Most activities were achieved to a very satisfactory level. There are still initiatives to be made in the site improvement and more AWD will be found for training within the next quarter. But the team feels it is well on track to achieve the expected time-line results.

The major mid-term evaluation was postponed. It was scheduled to take place at the end of April but the SARS scare caused a change in plans. If all is OK then the evaluator is expected around late May. The evaluation TOR is attached for reference as Attachment C.

Results achieved and contribution of activities to results

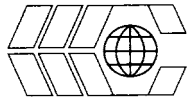
Management cooperation continues to improve. Monitoring of work at all levels is very pleasing and Delisa and Red Cross are taking a greater overall interest. These organizations are participating more in activities and communicating better between themselves, which was a major concern at the beginning of the new phase of the project. They are both planning enthusiastically for the April 18th awareness raising events.

ABE is going better than expected. The AWD are enthusiastic and show great propensity to learn. The community is solidly behind the concept, and families, who had given up on their children's ability to learn, have been amazed and are now firm advocates for ABE. In fact some families are volunteering to do ABE with their own children under the guidance of ABE teachers.

The sign-language program is proving very worthwhile. Deaf AWD are learning their ABE through sign language plus life-skills education and communication in the workplace. Many people are very supportive as sign language has never been in their area before.

Unintended results

There were no unintended results. There were some hold-ups but these things will happen during the next quarter.



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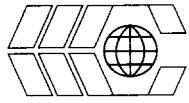
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The Adaptive Vocational Training Program for Adolescents with Disabilities

Lessons learned and adjustments to the program

Bob Huff, the program manager for the central region, finishes his work with this project by the end of April. He and his wife Kathleen have had a lot of work to do in training and building a team suitable to be able to do all the work themselves for DaNang and Hai Duong. The national staff in DaNang and Quang Nam are very capable of administering the whole project themselves with oversight from the Hanoi office.

Bob and Kathleen Huff have been doing a survey of the hearing-impaired needs in Vietnam. WCDO has financed this survey, as the disabilities project has so many hearing-impaired beneficiaries and the sign language component of the project has developed beyond expectations. The results of this survey will be presented in a forum next month sponsored by WCDO.



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The Adaptive Vocational Training Program for Adolescents with Disabilities

ATTACHMENT B

AWARENESS RAISING PAMPHLET



BẠN CÓ MUỐN GIÚP ĐỠ NGƯỜI KHUYẾT TẬT ?

Bạn không nhất thiết phải làm cả một dự án, bạn có thể làm những việc nhỏ mỗi ngày như:

- Cư xử thân thiện với người khuyết tật - họ cần sự thông cảm và tôn trọng của bạn, chứ không phải lòng thương hại, càng không phải sự phân biệt, ghẻ lạnh.
- Khích lệ người khuyết tật rèn luyện những khả năng tốt và ý thức vươn lên.
- Hỗ trợ người khuyết tật phát triển hết tiềm năng để thực hiện những mong ước giản dị của họ - được học hành, được tham gia vào một công việc với mọi người...

Khi nỗ lực đủ lớn, và phù hợp với nhu cầu của người khuyết tật, thành công có thể tới mức không ngờ.



**BẠN CÓ THỂ GIÚP NGƯỜI KHUYẾT TẬT
HOÀ NHẬP VỚI XÃ HỘI - MỘT XÃ HỘI
CHO MỌI NGƯỜI !**

Những tổ chức, đơn vị sau có thể giúp cho bạn giúp người khuyết tật đạt hiệu quả hơn

- Sở Lao Động-Thương Binh và Xã Hội, Hội Chữ Thập Đỏ tại tỉnh của bạn.
- Phòng Tổ Chức-Lao động-Xã Hội, Hội Chữ Thập Đỏ, và UBND tại huyện và xã của bạn.
- Những chủ cơ sở sản xuất, kinh doanh có thiện chí và những người hảo tâm quanh nơi bạn sống.
- Tổ chức Mỗi Quan Tâm Thế Giới:

Văn phòng tại Hà Nội:

PT03, 521 Kim Mã, Hà Nội

Tel: (04) 771 5231 / 771 8083

Fax (04) 771 8084

Email: worldconcern@pt.vn

Văn phòng tại Đà Nẵng:

7 Pasteur, TP Đà Nẵng

Tel: (0511) 823 667

Fax: (0511) 827 008

Email: worldconcern@dong.vnn.vn

- Diễn đàn Người Khuyết Tật:

Khách sạn ATS, 33B Phạm Ngũ Lão, Hà Nội

Tel/Fax: (04) 933 1239

Email: forum@hivnn.vn * Website: <http://forum.wso.net>

“ Nhà nước khuyến khích, tạo điều kiện thuận lợi cho các tổ chức, cá nhân...tham gia các hoạt động xã hội - từ thiện trợ giúp người tàn tật”
(*Pháp lệnh về người tàn tật, Chương I, Điều 5*)

**Bạn hãy chia sẻ thông tin này
với những người xung quanh.**

Cảm ơn bạn !



BẠN CÓ BIẾT...?

Người khuyết tật có khả năng...



... và họ có thể thành công...



... nếu như có cơ hội...

Cơ hội cho người khuyết tật đến từ những nỗ lực của bản thân người khuyết tật, gia đình, và của mọi người trong cộng đồng

Giấy phép xuất bản số 34/2003/XP-BTTTT cấp ngày 25/03/2003
Thời kỳ & in Công ty CP in Thông Nhật. In: 04 9141644 email: thongnhat@hivnn.vn

BẠN ĐÃ THẤY...?



Huynh (Hải Châu, Đà Nẵng) đã mấy lần bị từ chối khi đi xin học tại một sở cơ sở dạy nghề do em khuyết tật khá nặng - tay trái teo, nửa người phải yếu. Nhưng bây giờ em vui lắm vì đã được nhận vào học nghề tại một tiệm bánh có tiếng trong vùng. Chủ tiệm, chị Diên, cho biết trong số 3 em khuyết tật đã tốt nghiệp khóa học nghề ở đây thì 1 em về quê đã có việc làm, 2 em còn lại đang làm việc với chị. Chị kể lại: "Khi nhận em khuyết tật đầu tiên vào học mình rất do dự, nhưng nay em đã là thực chính của tiệm. Còn Huynh, em rất cố gắng, mình tin sẽ giúp em thành công."



Không ít người ngạc nhiên khi thấy Trường - một cậu bé cảm giác vốn ham chơi ở Chí Linh, Hải Dương - lại có thể ngồi cần mẫn theo đuổi được những bức tranh khá

đẹp. Em đang học theo lại một cơ sở sản xuất đồ thủ công mỹ nghệ. Chị Vân, chủ cơ sở, rất muốn tạo điều kiện dạy nghề và nhận các em khuyết tật tại địa phương vào làm, vì theo chị "đó là tâm nguyện của tôi, để giúp các cháu có hoàn cảnh thiệt thòi, đồng thời khi tay nghề của các cháu vững vàng cũng sẽ giúp cơ sở của tôi phát triển".

BẠN ĐÃ THẤY...?

Gặp gỡ anh Nguyễn Ngọc Thường, chủ cơ sở sửa chữa điện tử, Thị trấn Nam Sách, Hải Dương.

Xin anh vui lòng cho biết hiện nay anh đang dạy nghề cho mấy thanh thiếu niên khuyết tật?

Tôi đang dạy 4 em. Đây là lần đầu tiên tôi dạy cho đối tượng khuyết tật.

Anh có nhận xét gì về khả năng và tính cách của các em?

Tôi thấy các em rất có khả năng, ham học hỏi, hoà đồng được. Mọi sinh hoạt hàng ngày như ăn cơm, uống nước tôi cũng đều dùng chung với các em.



2 em Cường và Thư (khuyết tật vận động) tại cơ sở của anh Thường

Anh có dự tính gì giúp các em khi kết thúc khoá học?

Nếu các em đảm bảo tay nghề, mong muốn được làm việc thì tôi sẵn sàng nhận các em ở lại làm lâu dài với tôi.

Là một doanh nghiệp thì anh sẽ nói gì với các doanh nghiệp khác để giúp các em khuyết tật?

Tôi sẽ nói rằng các em khuyết tật hoàn toàn có khả năng làm những việc phù hợp. Các em chỉ khuyết tật về một mặt nhất định thôi, còn vẫn có những khả năng khác phát triển tốt.



Nhóm các em khuyết tật huyện Nam Sách: Sau vài buổi sinh hoạt nhóm hàng tháng với sự giúp đỡ của các cán bộ xã hội ở huyện, các em đã rất thân thiện, quen làm giúp đỡ nhau.

BẠN ĐÃ THẤY...?

Thiếu niên khuyết tật với trợ giúp về y tế...



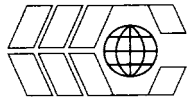
...học văn hoá và ngôn ngữ ước hiệu...



...giáo dục kỹ năng sống...



...để phát triển khả năng cá nhân, và đóng góp được phần tốt nhất cho xã hội.



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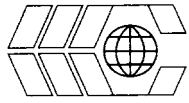
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The Adaptive Vocational Training Program for Adolescents with Disabilities

ATTACHMENT C

MID-TERM EVALUATION

TERMS OF REFERENCE



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The Adaptive Vocational Training Program for Adolescents with Disabilities

ADAPTIVE VOCATIONAL TRAINING PROGRAM FOR ADOLESCENTS WITH DISABILITIES

MID-TERM EVALUATION

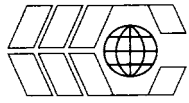
TERMS OF REFERENCE

APRIL 2003

WARWICK BROWNE

COUNTRY REPRESENTATIVE

WORLD CONCERN DEVELOPMENT ORGANIZATION VIETNAM



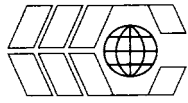
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The Adaptive Vocational Training Program for Adolescents with Disabilities

LIST OF ACRONYMS

AWD	Adolescents with Disabilities
CBR	Community-based Rehabilitation
CEDC Circumstances	Children in Extremely Difficult
CRS	Catholic Relief Services
CSW	Community-based Social Worker
DET	Department of Education and Training
DOLISA Affairs	Department of Labor, Invalids and Social
DSC	District Steering Committees
GSRV Vietnam	Government of the Socialist Republic of
KAP	Knowledge, Attitude and Practice Test
MOLISA Affairs	Ministry of Labor, Invalids, and Social
PWD	People with Disabilities
TNA	Training Needs Assessment
WCDO	World Concern Development Organization



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The Adaptive Vocational Training Program for Adolescents with Disabilities

EVALUATION TERMS OF REFERENCE

- Organization:** World Concern Development Organization
Room 103, 521 Kim Ma
Ba Dinh, Hanoi
VIETNAM
Phone: 84 4 7716231 / 7718083
- Project Name:** AVTPAD (Adaptive Vocational Training Program for Adolescents with Disabilities)
- Project Location:** 3 Provinces: Hai Duong, DaNang, Quang Nam
- Project Manager:** Warwick Browne (mobile: 091 200 5981)

SUMMARY:

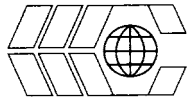
WCDO is contracting out a mid-term evaluation of the Adaptive Vocational Training Program for Adolescents with Disabilities (AVTPAD). The project is implemented in three provinces: Hai Duong in the north and DaNang and Quang Nam in the central region of Vietnam.

The AVTPAD is solely funded by USAID and commenced in October 1998. Initially the project was only for two years (October 1998 – December 2000) with \$875,344 direct funds. However, a one-year extension (October 2000 – September 2001) with \$250,000 extra funds was granted by USAID. A further three years of the project was granted in October 2001 thus rendering the period October 1998 to September 2001 as half of the total project component. Therefore, this evaluation of the first three years (October 98 to September 01) is regarded as a mid-term evaluation. The evaluation is to be undertaken quite some time after the end of the first phase to get more of a true picture of project impact especially in the area of training and employment sustainability.

Project activities for the first three-year phase were undertaken and managed at a district level involving six districts from Hai Duong, four from DaNang, and four in Quang Nam. The numbers of direct beneficiaries were 519 AWD (233 Hai Duong, 133 Da Nang, and 153 Quang Nam)

The fieldwork portion of the evaluation is scheduled to begin 19th May 2003¹, with allowance for preparation prior to fieldwork. The final report is expected on or before 1st June 2003. The results of this evaluation are not so much to tailor the project better for the second phase but to

¹ There was a further delay due to the outbreak of SARS in Vietnam at the beginning of March 2003.



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The Adaptive Vocational Training Program for Adolescents with Disabilities

test whether the models used for training and employment are ones that are viable, sustainable and replicable in Vietnam.

1 BACKGROUND

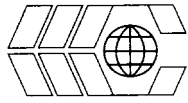
World Concern Development Organization (WCDO) is a US-based international humanitarian organization. WCDO has been working in implementing projects in small-scale family credit and providing livelihood and vocational training opportunities for young people in extremely difficult circumstances. Since 1998, WCDO has been implementing a USAID-funded project “Adaptive Vocational Training Program for Adolescents with Disabilities.” The overall aim of the project is to enable hundreds of disabled adolescents in Hai Duong, DaNang and Quang Nam provinces to address their own vocational, social and economic needs.

WCDO Vietnam is committed to long-term sustainable community development through effective participatory partnerships with government and community volunteers. Through this process WCDO has remained focused on the needs of the poorest and most vulnerable within society, for which the AVTPAD project is one example. The AVTPAD project has funding from USAID for 2002-2004 with an annual budget of around 300,000 USD and a staff of 3 expatriates and 21 Vietnamese.

The AVTPAD has the following objectives for the first and second phase of the six-year project starting October 1998.

1. To raise awareness about disability issues involving the AWD themselves, their families, WCDO staff, government project partners, vocational trainers, ABE teachers, and the general community as a whole.
2. To undertake a vocational training project involving both formal (institutional) and informal (small businesses) participants ensuring that the AWD get high quality training to enable them to graduate and secure employment.
3. To provide access to employment and income generating opportunities for graduated AWD, preferably within their own local community.
4. To teach valuable life-skills and help integrate the AWD beneficiaries more into society through social activities and supportive networks.

Further background information is included in the two proposals: October 1, 1998 – December 31, 2000 and October 1, 2000 – September 30, 2001. The second of these proposals is simply a request for a one-year extension of the project with a three-page explanation and budget amendment. The essence of the project is outlined in the first proposal. The unusual overlap of time in the proposals has more to do with funding cycles. The project should be seen more as a three-year whole (October 1, 1998 – September 30, 2000). Although the official end date of the project was September 2000 it should be noted that due to several unforeseen circumstances there was no finalization of the goals for all beneficiaries in all provinces until mid-2001. Thus, one of the reasons for the evaluation delay.



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World Concern Development Organization

The Adaptive Vocational Training Program for Adolescents with Disabilities

The AVTPAD focuses on adolescents with disabilities (AWD) who can potentially integrate into society, undertake vocational training and secure employment in line with particular types of training. Essential supportive components of the project include life-skills training, family and community education, and physical supports directly or indirectly for the AWD. Indicators of success focus more on visible outcomes: numbers in training, numbers in employment, numbers of those exposed to education and social/physical adjustments to accommodate the needs of AWD. Important as it is, behavioral change is harder to test. To this end, the evaluation will use anecdotal and qualitative information to attest genuine attitude and behavioral changes. Overall, the evaluation will have two different data sources: quantitative data collected through surveys, and qualitative data collected through surveys as well as indicative information.

Other principal data important for the evaluation are the Quarterly Reports to the donor, USAID. There will be no evaluation of the financial or asset management of the project as there are regular reporting and audits undertaken in Seattle for USAID. However, an asset check would be recommended as a site check of equipment bought with USAID funds has not been undertaken for some time. Appendix A contains a list of all supporting documents useful for the evaluation. All originals will be located in the WCDO Hanoi office.

2 EVALUATION TEAM COMPOSITION

Evaluators

External

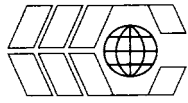
Kila Reimer (ICC Cambodia) as Team Leader. Email: projdev@icc.org.kh

The Team Leader is overall responsible for ensuring compliance with the Terms of Reference, cooperative planning for field surveys, coordinating and guiding surveyors, quality control of surveyor's work, compilation of results, and writing the final report. The Team Leader will help assign specific tasks to the local team based on areas of competency, interest, and experience. The Team Leader will also conduct the interview with various levels of project management of WCDO, government partners, and cooperative organizations.

Internal

The Team Leader will be supported by the local staff of WCDO AVTPAD. The Team Leader will decide on what level of support is required from the local staff and how and what tasks will be assigned according to keeping the surveying exercise relatively objective. Local staff will be responsible for translation and organizing all logistical requirements for the needs of the evaluation. The local staff will coordinate and monitor the local volunteers who will conduct the AWD and associated interviews.

The Team Leader will plan the survey strategy in conjunction with the WCDO Country Representative and both will decide what community-based government personnel will be involved in



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World Concern Development Organization

The Adaptive Vocational Training Program for Adolescents with Disabilities

the survey process. Few of the full-time WCDO local staff, and none of the community workers, have had any experience of evaluations; therefore this evaluation will also be seen as a capacity building exercise with much emphasis from the Team Leader and WCDO CR on participation and consultation. A list of those participating in the evaluation and a short description of their role can be found in Appendix B. It is the responsibility of the WCDO CR to ensure that the evaluation process is kept on track and all requirements of the evaluation field and research work are completed according to schedule.

Fees/Expenses

Details on fees and expenses are covered in the Contract Service Agreement (CSA) between WCDO and the external evaluator. In general, WCDO will cover all direct expenses (travel, accommodation, materials, etc.). All expenses must be accounted for and original receipts submitted to WCDO administration. Any incurred expenses will be reimbursed on submission to WCDO of original receipts. A flat fee for the external consultant's services will be paid after the submission of the final evaluation report.

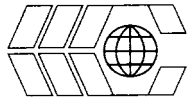
3 PURPOSE OF THE EVALUATION

The purpose of the 'mid-term' evaluation is to assess the project implementation, participation, results and sustainability of all of the four major project activities (Awareness Raising, Vocational Training, Employment and Income Generation, and Support Networks). In particular the evaluation will determine whether and to what extent the specific project objectives have been achieved (Appendix C) as well as the detailed project activity outcomes (Appendix D). Specific results may help determine any structural hindrances that may have determined less than satisfactory outcomes.

The evaluation will not only focus on the outcomes but also gauge whether the results suggest that the on-going project is being implemented in a manner that maximizes benefits to the AWD, their families and community. Also, it will gauge whether the project entertains forms of sustainability. The 'mid-term' evaluation results will be available in time to adjust strategies to help secure employment and income for the present phase of AWD beneficiaries.

Significantly, the evaluation will assess whether the model used for raising awareness, vocational training and employment and income generation, and social integration and support for AWD is valid for the semi-rural and rural environments of Vietnam. Particular focus will be upon the model for vocational training and employment especially in the non-formal sector. If the training and employment model for the non-formal sector is a successful one then it may well be regarded as innovative in helping the economic future of PWD in Vietnam and could go on to influence policy and decision makers.

The summary of the evaluation framework is as follows:



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The Adaptive Vocational Training Program for Adolescents with Disabilities

PROJECT IMPLEMENTATION

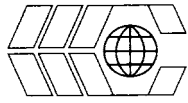
- Ascertain whether or not the stated 'Project Activities' have been accomplished, to what extent and on time.
- Determine any barriers that have hindered the full accomplishment of any of the project activities.

PARTICIPATION AND MONITORING

- Assess the effectiveness as demonstrated by the organizational structure (i.e. WCDO and government partners) in implementing project activities.
- Assess the monitoring structure and its effectiveness as demonstrated through the implementation of project activities.
- Determine the value and importance of the government partnerships, at all levels, in implementation and monitoring. Also, identify any hindrances in partnership management that have affected the accomplishment of activities.
- Determine the effectiveness of Community Support Workers (CSW) as demonstrated by monitoring and support in relevant project activities.
- Determine the level and value of 'grassroots' community participation and as demonstrated by the accomplishing of project activities.
- Determine the role of the AWD themselves in decision-making and whether the project has enabled them to be in a position to '... address their own social, vocational, and economic needs.'

PROJECT OUTCOMES

- Ascertain whether the specific Project Objectives of the four project components (Awareness Raising, Vocational Training, Employment and Income Generation, and Supportive Networks) have been fulfilled (see Attachment C) and determine the main factors that have prevented any of the Project Objectives from being fulfilled.
- Test whether the specific outcomes from each of the project activities have been fulfilled (Attachment D), to what extent, and determine any constraints that have prevented full activity outcomes.
- Determine any significant difference in results between the formal and informal approach to vocational training.



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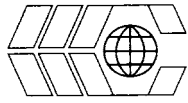
SUSTAINABILITY

- Determine if there is evidence of the government partners adopting management strategies learned during the project. Also of any evidence that they have learned and are attempting to implement awareness raising strategies, PWD training and employment models, and support for local PWD groups and networks.
- Determine if the general community is better informed from project activities and are, or intend to, replicate awareness raising, vocational training, employment, and social support network activities as modeled by the project.
- Determine if the AWD and PWD community have been affected by the project in such a way to feel empowered to start their own efforts in awareness raising, vocational training, employment, and social support network activities as modeled by the project.

4 SUGGESTED METHODOLOGY

The Evaluation Team will focus primarily on collecting basic quantitative and qualitative data to verify measurable indicators of project activity outcomes. Sampling will sometimes be more purposeful than random because of the diversity of project beneficiaries and activities. The planned methodology is as follows:

- Review all available project documents including project proposals and reports.
- Interview WCDO project staff about project management responsibilities, divisions of tasks, and functional validity. Also review their perceptions of effectiveness, structural validity of specific WCDO management and partnerships.
- Randomly select a number of PMT (Project Management Team) and DSC (District Steering Committee) members for interview to gauge their perceptions of project structure, management, implementation and results.
- Randomly select a number of CSW members for interview to gauge their perceptions of project structure, management, implementation and results.
- Randomly select training institute leaders, vocational teachers, educators, training and employment businesses, and members of the local community to gauge the benefits of awareness raising activities, vocational training, employment and support networks as well as ascertain the ‘participatory’ nature of these activities.
- Conduct random surveys amongst AWD beneficiaries and their families to gauge the benefits of awareness raising activities, vocational training, employment and support networks as well as ascertain the ‘participatory’ nature of these activities.



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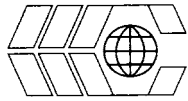
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5 SCHEDULE OF MAJOR EVENTS

The Schedule will be arranged between the WCDO Country Representative, The Project Coordinators, and the evaluation team leader at round-table discussions nearer the time of the evaluation. The reason for this is the many vagaries that occur while working in Vietnam, as it is hard to establish district cooperation until closer to the time of field work.

6 EXPECTED OUTPUT

- A verbal debriefing/feedback session with WCDO staff, after the fieldwork and review preliminary findings/results/recommendations.
- Verbal and written constructive feedback to WCDO about the strengths and weaknesses of the project and any recommendations that may assist better practice in the new phase as well as strategies for locally mandated work in the future.
- Validation of the vocational training and employment model (particularly informal) that may be replicable throughout Vietnam and any recommendations that would help the INGO or local community implement such models.
- The final written report, including a summary in MS Word & Excel and submitted to WCDO in soft copy via e-mail.
- WCDO Vietnam will forward final copies of the evaluation report to WCDO Bangkok, WCDO Seattle, and USAID Cambodia.

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APPENDIX A Source documents available in the WCDO office, Hanoi.

Proposals	1 Oct 1998 - 31 Dec 2000
	1 Oct 2000 - 30 Sep 2001
Quarterly reports	Oct-Dec 1998
	Jan-Mar 1999
	Apr-Jun 1999
	Jul-Sep 1999
	Oct-Dec 1999
	Jan-Mar 2000
	Apr-Jun 2000
	Jul-Sep 2000
	Oct-Dec 2000
	Jan-Mar 2001
	Apr-Jun 2001
	Jul-Sep 2001
Other reports	Situation and Needs of Children in Vietnam - Susannah Hopkins
	World Vision Annual Report FY 2002
	Final Evaluation of Binh Loc Pilot Inclusive Vocational Training Project - CRS



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APPENDIX B: Evaluation participation roles

	Name	Title	Role
External	Kila Reimer	Programme Development Officer, ICC	Background reading of relevant project documents
			Plan in conjunction with WCDO Country Representative the evaluation framework, methodology, and strategy
			Conduct and coordinate surveys of all relevant stakeholders
			Collect, collate, analyze, and synthesis all survey data and information
Internal			Write up the results of the survey and present findings in a final report with attached data / information appendices as well as a clear summation of key findings stating project strengths, weaknesses and recommendations.
	Warwick Browne	Country Representative	Provide the External Evaluator with background documents, information, preparation material, and a contract.
			Prepare draft proposals of evaluation framework, methodology, and strategy and refine and finalize in accordance to the External Evaluator's direction.
			Provide External Evaluator and WCDO staff with a evaluation itinerary and plan
			Coordinate and prepare work and/or meeting schedules for all staff, surveyors, and stakeholders
			Provide logistical support and advise for the External Evaluator and overall direction and supervision of WCDO staff
			Support the External Evaluator in the collection, collation analysis and synthesis of survey data and results as appropriate
			Receive and review the final report before distribution
	Thu Hien	Project Coordinators	Organize their staff and stakeholders to participate in the evaluation
	Tue		Prepare meeting times for all stakeholders
	Duyen		Provide any logistical support, translation, and information that is required by the External Evaluator
			Supervise the CSW during their surveys
	Lua	Project Officers	Provide any logistical support, translation, and information that is required by the External Evaluator
	Minh		Supervise the CSW during their surveys
	5 x CBSW	Community Base Social Worker	Participate in the surveying process
	67 x CSW	Community Support Workers	Participate in the surveying process



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APPENDIX C PROJECT OBJECTIVES

DISABILITY AWARENESS					
PROGRAM PERSONNEL	EXPECTED OUTCOMES	GREATER KNOWLEDGE	POSITIVE ATTITUDE	IMPROVED WORK	KAP TEST
Government partners, community support workers	Do 80 % who participated in awareness training demonstrate about disability issues	%	%	%	N/A
HOUSE-HOLDS					
General Community	A random selection of house-holds demonstrate about disability issues	%	%	N/A	N/A
TRAINERS AND TEACHERS					
Informal and formal trainers, ABE teachers	Do 70 % who participated in awareness training demonstrate about disability issues	%	%	%	N/A

VOCATIONAL TRAINING				
FORMAL TRAINING	EXPECTED OUTCOMES	OVERALL	MALE	FEMALE
Trade Union Center, Job Service Center	At least 75 % will have completed their training course	%	%	%
INFORMAL TRAINING				
Small-businesses such as tailors, motor-mechanics, wood-work. Also those businesses that are involved with the tourist industry	At least 75 % will have completed their training course	%	%	%
ABE				



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Alternative Basic Education classes for those AWD with little or no primary education	At least 70 % who did ABE course qualified and entered formal or informal training	%	%	%
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PROJECT OBJECTIVES

EMPLOYMENT AND INCOME GENERATION				
FORMAL GRADUATE	EXPECTED OUTCOMES	OVERALL	MALE	FEMALE
	At least 70 % of graduates are earning incomes greater than that before training	%	%	%
INFORMAL GRADUATE				
	At least 70 % of graduates are earning incomes greater than that before training	%	%	%
FORMAL GRADUATE				
	At least 70 % of graduates are meeting their vocational needs	%	%	%
INFORMAL GRADUATE				
	At least 70 % of graduates are meeting their vocational needs	%	%	%
FORMAL GRADUATE				
	Their income earned from training program is 20 % higher than a non-trained AWD control group	%	%	%
INFORMAL GRADUATE				
	Their income earned from training program is 20 % higher than a non-trained AWD control group	%	%	%



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PROJECT OBJECTIVES

SOCIAL GROUP NETWORK				
FORMAL GRADUATE	EXPECTED OUTCOMES	OVERALL	MALE	FEMALE
	At least 70 % of graduates feel they get greater mutual support than before the program	%	%	%
INFORMAL GRADUATE				
	At least 70 % of graduates feel they get greater mutual support than before the program	%	%	%
FORMAL GRADUATE				
	At least 70 % of graduates feel they put new knowledge and skills into practice	%	%	%
INFORMAL GRADUATE				
	At least 70 % of graduates feel they put new knowledge and skills into practice	% overall	% Male	% Female



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APPENDIX D PROJECT ACTIVITIES: PARTICIPATION, RESULTS AND SUSTAINABILITY

OBJECTIVES	ACTIVITIES	EXPECTED RESULTS	EXPECTED OUTCOMES	SUSTAINABILITY
Awareness Raising	1.1 Program Management Coordination	Formation of PMT and DSC	Participation of all parties	The WCDO educated network of program workers, government officials and community volunteers will continue working and advocating on behalf of the PWD
		Working structure between WCDO and PMT, DSC, and CSWs	WCDO reports and meetings	
		Monitoring PMT and DSC work	Quarterly reports from DSC and PMT	
		Building capacity of PMT, DSC	Trainings and gender equity	
	1.2 Strengthening Cooperative Relationships	Information sharing to improve program design and modifications	Number of meetings with other agencies to review work	
		Referrals to other agencies	Number of referrals and % follow up	
		Two Social Work Interns incorporated	Special study on SW impact on program	
	1.3 Baseline Situational Analysis	Baseline data for monitoring and evaluation	Four program objectives have target figures	
		Program activities refined based on data analysis	Refined activities endorsed	
		Program participants identified	AWD identified exceeds number required for program (gender disaggregate)	
	2.1 Raising Disability Awareness	Program personnel demonstrate improved KAP	KAP tests before and after awareness training	
		Teaching staff improved KAP	% greater KAP	
		Families with greater understanding	% visited by CSW	
		General Community attitude change	Random sample before and after program	



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OBJECTIVES	ACTIVITIES	EXPECTED RESULTS	EXPECTED OUTCOMES	SUSTAINABILITY
Vocational Training	1.4 Training Needs Assessment	Viable training courses identified	At least 90 % courses identified are suitable to needs of AWD	The innovative model of training will be adopted by those trained in the program and government officials
		TNA was participatory	Number of AWD participating in TNA as % of total participants	
	2.3 Adapting Training Institutions	Training institutes more PWD friendly	PWD to evaluate modifications	
		PWD trained as vocational teachers	PWD identified as potential vocational teachers	
	2.4 Adapting Training	Adapting formal and informal training	First intake July 1999	
Employment and Income		Access to pre-vocational preparation	A number of ABE teachers trained in disability awareness, % showing great KAP, % continuing with classes	The model of finding employment for AWD will be replicable
		PWD to receive scholarships for TOT	Number of PWD approved for teacher training	
		EXPECTED RESULTS	EXPECTED OUTCOMES	
	2.5 Employment and Income Generation	AWD employed in existing businesses and have improved income	Test of income levels compared to baseline data and a control group	
		AWD are in strong position to improve their economic life	AWD reports on current vocational and economic position	

OBJECTIVES	ACTIVITIES	EXPECTED RESULTS	EXPECTED OUTCOMES	SUSTAINABILITY
Supportive Networks	2.2 Community Support Workers and Group Formation	CSW properly trained	CSW complete one month training course	Groups encouraged and show potential to go beyond current program in self-help efforts. Support shown by government networks.
		CSW raise awareness in local community	Account of activities and random community feedback	
		AWD addressing needs through group activity	Number of AWD attending meetings, and positive feedback reports	

NOTE: the 3 groups to affect sustainability are: government partners, the informed community, and the PWD



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